

DATE:

October 27, 2023

AGENDA ITEM (ACTION ITEM):

Consider/Approve piloting a Kenton County School District Employee Referral Incentive Program for all active district employees in the 2023-24 school year.

APPLICABLE BOARD POLICY:

01.11 General Powers and Duties of the Board

HISTORY/BACKGROUND:

According to 2023 research on US jobs, "45% of referral hires stay longer than four years, compared to only 25% of job hire boards." Experienced members of Team Kenton know what it takes to contribute to our goals and mission, and can recognize those qualities on others. When new hires who have connections with their team, and understand how the role they are in contributes to the success of students in The Kenton County School District, retention rates (and employee attendance) are higher. In an effort to both recruit and retain world class staff, Kenton County School District would like to offer a \$500 (less taxes) Team Kenton Referral Incentive for active employees referring anyone newly hired under set parameters and established procedures. Positions eligible for referral incentive pay will vary based on the district's needs for those contracted positions considered full-time (over 4 hours, 180+ contracted days) and are approved positions based on KCSD Cabinet approval of Classified and KDE Certified Critical Shortage Areas for Northern Kentucky. The full \$500 payout will be granted to the referring active employee upon completion of the applicant's hire and one full year's employment in the same role with no break in service.

FISCAL/BUDGETARY IMPACT:

Team Kenton Referral Incentive will be capped annually at \$25,000 district-wide

RECOMMENDATION:

Approval of piloting a Kenton County School District Employee Referral Incentive Program for all active district employees in the 2023-24 school year


CONTACT PERSON:

Malina Owens

Principal/Administrator



District Administrator



Superintendent

Use this form to submit your request to the Superintendent for items to be added to the Board Meeting Agenda.
Principal –complete, print, sign and send to your Director. Director –if approved, sign and put in the Superintendent's mailbox.